



CODE OF ETHICS



magnesita



1

GOALS OF THE CODE

1.1

Reinforce the principle of transparency between the Company (to be understood as MAGNESITA and all its subsidiaries), its Collaborators, and other third parties concerning personal conduct expected in the professional environment.

1.2

Clearly define the rules and responsibilities of Collaborators in order to avoid misconduct due to the lack of understanding.

1.3

Contribute to the improvement of the work environment by communicating the demands and conditions applicable to Collaborators.

1.4

Preserve and improve MAGNESITA's image to ensure continuing confidence and respect of investors, shareholders, clients, suppliers, and the community regarding the appropriate conduction of MAGNESITA's business and activities.



2

SCOPE

2.1

This Code aims to guide and formalize the conduct and behavior expected at various relationship levels in MAGNESITA's business activities.

2.2

This Code applies to: all employees, interns and trainees (collectively "Collaborators", each a "Collaborator"), third parties (people and companies performing services to and on behalf of MAGNESITA), consultants and managers (members of the Management Council, members of the Fiscal Council, Board of Directors) in their interactions with suppliers, clients, and the community anywhere in the world.



3

MAGNESITA'S COMMITMENT

3.1

MAGNESITA recognizes that people have the right to their individuality, to the privacy of their personal information, and to be justly treated with respect and dignity.

3.2

MAGNESITA conducts business with integrity and shows respect for human dignity. MAGNESITA acknowledges the corporate responsibility to respect human rights as recognized by the UN Guiding Principles on Business and Human Rights and to promote respect for the Universal Declaration of Human Rights for our Collaborators and third parties in our business activities. MAGNESITA does not tolerate any act of discrimination by or against Collaborators due to ethnicity, race, religion, nationality, sexual orientation, physical condition, or any other nature, and will not tolerate such discrimination when committed by its suppliers or customers.

3.3

MAGNESITA will not tolerate abusive practices against its Collaborators, third parties and consultants, such as sexual harassment, arrogance and maltreatment. Psychological harassment is also not tolerated. All individuals are expected to treat and be treated with respect, dignity, and fairness.

3.4

MAGNESITA is committed to providing a safe and healthy workplace through its continuous efforts to prevent occupational hazards, including related accidents and ailments.

3.5

MAGNESITA guarantees respect for human rights and will not tolerate any form of human trafficking,

forced labor or child labor on its premises or in the facilities of its suppliers or customers.



4
**CONFIDENTIAL
OR RELEVANT
INFORMATION**

4.1

It is prohibited to disclose without appropriate authorization any confidential information that is the property of or relates to MAGNESITA. Confidential Information is defined as, including, but not limited to, trade secrets, information concerning or relating to literary or industrial property, marketing strategies, sales or products, systems, procedures, formulas, source codes and products, data, computer programs, commercial or industrial know-how, research improvements, developments, methods, employed designs and techniques, sales techniques and methods, recruitment, distributors, customers, suppliers, managerial, financial, raw materials and their physical characteristics, business information regarding costs, consumption rates and any other variables and/or any other information relating to the manufacture, development, distribution and marketing of MAGNESITA's

products, including and specifically related to privileged information regarding trading related to contracts and performance.

4.2

All Collaborators, contractors, consultants, and managers who have access to Confidential Information must comply with this Code as well as the confidentiality rules established under their individual employment contracts, in the Information Security Policy or in any other specific or applicable laws, regulations, and principles.

4.3

The duty of confidentiality is to protect Confidential Information not yet disclosed by MAGNESITA that all Collaborators, contractors, consultants and managers have access to. Only the Chief Executive Officer – CEO, Financial Chief Officer and the Investor Relations Officer may disclose information to the market. Requests made by financial analysts, investors and shareholders must be directed to the Finance and Investor Relations Departments. The Department of Communication will be responsible to disclose preapproved information, inherent to its activities, such as the publication of the social balance report.

4.4

All matters related to the media, including requests for information and / or interviews must be sent to the Communications Area.



5

CONFLICTS OF INTEREST

5.1

Conflicts of interest can arise when an individual's personal or financial private interest improperly interferes with the interest of the company, or influences the judgment or actions of Collaborators or representatives in the performance of their functions and duties.

5.2

Collaborators and managers may not establish shareholding or commercial relations, personally or through family members, with business partners, service providers, suppliers, or competitors of Magnesita without due authorization from the Ethics Committee.

5.3

Collaborators are not allowed to perform others activities competing to the time they must dedicate for MAGNESITA.

5.4

Marketing products and services in the workplace as well as holding raffles, chains, etc., without due authorization from the Ethics Committee is forbidden.



6

GIFTS, TRAVEL ENTERTAINMENT AND HOSPITALITY

6.1

As a general rule, do not accept or offer gifts.

6.1.1

Gifts are understood as all items that have a market value for you or for the individual to whom the gift is offered. Promotional items that have little or no market value, that have the logo of the company offering the items and are used as promotional material are not considered gifts. Such items include promotional material for office use, such as pens, pencils, mouse pads, daily planners, calendars and notebooks. Note that if any of such items, although promotional and bearing the logo of the company, have a relevant market value, it will be considered a gift and therefore item 6.1.2 and 6.1.3 shall apply.

6.1.2

Should you receive a gift, you must formally turn it over to Communications, if in Brazil, or to People and Management Department, if somewhere else, so that it can be auctioned and the amount raised donated to charity.

6.1.3

Any gift offered on behalf of MAGNESITA must be pre – approved by the Department of Communications and by the Ethics Committee.

6.2

MAGNESITA Collaborators and representatives should not accept or provide entertainment and hospitality above the total amount indicated in the Reference List for Entertainment and Hospitality to be approved by the Ethics Committee. Any offer, granting or payments of expenses with gifts, travel, entertainment and hospitality to public officials exceeding the values of the Reference List for Entertainment and Hospitality are exceptions and must obtain prior approval from the Ethics Committee. For private companies and its representatives, a member of the Executive Committee may authorize it.

6.3

Collaborators may only accept invitations from third parties to external events (trips, meetings, training, networking events) and corporate events sponsored by third parties when it is in MAGNESITA'S interest and approved by a member of the Executive Committee or the responsible Director.

7



COMPANY PROPERTY

7.1

The result of the work conducted by each employee, utility models, improvements, including those related to intellectual and technical improvements, inventions and devices are property of MAGNESITA, who has the exclusive right of use, of patenting and of trademarking. The same applies to all material produced by MAGNESITA, whether correspondence (including e-mail), contracts, reports, presentations, product recipes or formulations etc.

8



COMPANY RESOURCES

8.1

The use of MAGNESITA resources for private purposes is prohibited, unless otherwise allowed specifically in the employment agreement. The following items, among others, are considered MAGNESITA resources: computer and telecommunication resources, office materials, vehicles, etc.

8.2

The use of credentials provided by MAGNESITA

(name tags, passwords, and other such items) is personal and non-transferable, and therefore may not be shared.



9 REPRESENTATION

9.1

Only persons authorized by a Global Vice-President may represent MAGNESITA in any forum, political process, online social networking services or contact with the press. MAGNESITA expects its Collaborators to act appropriately inside its premises, including wearing appropriate attire.



10 RELATIVES

10.1

The hiring of the direct relatives in Magnesita, such as father, mother, spouse, siblings, sons and stepchildren, is not permitted.

10.1.1

If two Collaborators come to get married, one of them shall abdicate of its position in Magnestia, if one of them has a managing position or superior.

10.2

The hiring of indirect relatives in MAGNESITA, such

as uncles, cousins, parents-in-law and brothers-in-law, is permitted if:

10.2.1

The relatives will not be subordinated to the same immediate manager, with the exception of short-term projects;

10.2.2

The position does not cause subordination between the relatives;

10.2.3

The relatives of the Collaborators are approved in all stages of the hiring process;

10.2.4

The participation of a relative in a recruitment process or with those responsible for the selection process must be submitted to formal analysis and preapproval by the People and Management Department.

10.3

For purposes of the Code, the term "relatives" means: spouse, children, siblings, mothers/fathers/daughters/sons/sisters/brothers-in-law, cousins, aunts/uncles, nieces/nephews, and other blood relatives.

10.4

Collaborators and managers must formally report to People Policies and People Development the existence of relatives in the Organization as well as among its suppliers and clients.



11

CLIENTS

11.1

MAGNESITA always seeks to establish long-term partnerships with all of its clients. For such purposes, it is important to maintain constant, accurate and updated records of all our clients.

11.1.1

All new clients must be registered in accordance with the internal policies of MAGNESITA.

11.1.2

The rules established under the guidelines are mandatory and must be strictly observed by all those subject to this Code, especially regarding the identification of clients who fall under the category of Government entity as defined in section 15.7 of this Code.

11.1.3

Local laws regulating sales to public institutions such as those establishing rules for contracts and public biddings must be strictly observed. No exceptions will be accepted, unless otherwise established by law.

11.2

Using false or misleading information to sell or market MAGNESITA'S products or for any other purpose is strictly forbidden.

12



SUPPLIERS

12.1

We must always seek to do business with suppliers who operate under the same standard of ethics adopted by MAGNESITA and in compliance with applicable laws.

12.2

The selection and the hiring of suppliers are attributions exclusive of the Supply team and must be based on transparent technical, professional and financial criteria, always preserving MAGNESITA'S best interest as illustrated by the standards established in this Code.

12.3

All suppliers who fall under the category of Government entity as defined in section 15.7 of this Code must be identified and reported to the Ethics Committee.

12.4

The Supplies team must publicize this Code to all of MAGNESITA'S suppliers.

13



LEGAL ASPECTS

13.1

MAGNESITA managers have the permanent duty to familiarize themselves with laws applicable to their activity as well as to MAGNESITA'S internal norms and policies. Whenever faced with a possible conflict between the norms established in this code and local applicable law, no action must be taken prior to consulting and obtaining authorization from the Legal Department or the Ethics Committee.

13.2

Any staff member or manager of Magnesita who knows or reasonably believes another Magnesita staff member, manager, consultant, contractor, or business partner has violated this Code or applicable law in connection with his/her services or work for Magnesita shall report such violation to his/her immediate supervisor. If such report to his/her immediate supervisor cannot be reasonably made, then the staff member or

manager should report the violation to the Ethics Committee through one of the means provided in Section 15.4 below.

14



ENVIRONMENT AND SOCIETY

14.1

To contribute to the development of communities where MAGNESITA operates, MAGNESITA strives to support cultural, sporting, and educational activities, as well as activities related to the environment.

14.2

Protecting health and safety and preventing environmental pollution are MAGNESITA's fundamental goals. MAGNESITA will strive to develop and supply recyclable and reusable natural resources as well as products and services that do not impact the environment, that are safe to use, and that have efficient energy consumption.

14.3

All employees must perform their activities and tasks according to the applicable laws and industry standards related to workplace health and safety

as well as preventing pollution.

14.4

MAGNESITA commits to promoting responsible sourcing of minerals that may come from conflict-affected and high-risk areas. We commit to refrain from any action that contributes to the financing of conflict and to implement the Organization for Economic Co-operation and Development (OECD) due diligence guidance for sourcing minerals from these areas.



15 ANTI-CORRUPTION POLICY

15.1

MAGNESITA, seeking the highest ethical levels in its business, has adopted a zero tolerance policy towards all acts of corruption. All those subject to this Code must be in compliance with the rules set in the present policy, regardless of geographic location and local traditions. Any proposed conduct that might be considered an exception to these standards must be pre-approved in writing by Ethics Committee.

15.2

MAGNESITA expects that all those subject to this Code

will take all possible and necessary steps to prevent a violation of this policy and to seek proper guidance when necessary. MAGNESITA does not accept any form of retaliation against an individual who in good faith reports a possible violation or other concern regarding compliance with this anti-corruption policy or other issues set forth in this Code.

15.3

MAGNESITA's Ethics Committee is responsible for this Anti-Corruption Policy and all related actions and procedures.

15.4

All Collaborators and others subject to this Code are encouraged to reach out to the Ethics Committee with questions, concerns and/or reports. All communications to the Ethics Committee may be conducted, anonymously if desired, through the following channels:

- E-mail: magnesita@expolink.co.uk
- Internet: www.expolink.co.uk/magnesita
- Telephones:
 - Germany: 0800 182 3246;
 - Argentina: 0800 6662603;
 - Brazil: 0800 8918807;
 - China Netcom (North): 00800 3838 3000;
 - China Telecom (South): 10800 4410078;
 - United Arab Emirates: 8000 44 138 73;
 - United States of America: 1877 533 5310;
 - France: 0800 900240;

For other countries, please refer to Appendix I of this Code.

Please note that by using the phone number above, you can be answered by an operator in English. If this is not your preferred language, by speaking in your language a translator will automatically be included in the conversation.

15.5

MAGNESITA does not tolerate any act of corruption, which can encompass a wide variety of acts such as offering, agreeing or promising to provide, or pay bribes even if indirectly, or anything else of value, to a public official to secure an improper advantage, to obtain or retain business, embezzle funds, property, or business opportunities; or the misuse of company assets regardless of geographic location and local customs. This definition does not exclude concepts and other definitions of corruption that might be provided by applicable local laws.

15.5.1

An act of corruption is not limited to the payment of bribes or payments in cash. Offering "anything of value" to a Public Official can consist as an act of corruption. In general, "anything of value" includes anything that has value to the person to whom the advantage is offered or given, including:

- Gifts
- Hospitality

- Favors
- Payments
- Employment
- Travel and Entertainment, among others.

15.5.2

Any gift, present, offer of entertainment or hospitality to a Public Official is unacceptable under this policy, regardless of value, if offered or agreed to be provided:

- In exchange for an act or omission of the person receiving it;
- To obtain an improper advantage;
- To directly or indirectly obtain or retain business for the company; and/or
- To induce or reward improper conduct.

15.5.3

Such corrupt acts are not limited to direct payments or the direct provision of things of value to a public official. This policy prohibits all corrupt acts or corrupt payments regardless whether the acts or payments are provided directly to a public official, are provided indirectly to a public official through a third-party, or are provided to a third-party for the benefit of or to reward a public official.

15.6

A Public Official is anyone who, even if temporarily or without remuneration, holds public employment or function. This definition includes political parties and its employees, as well as candidates to

elected office, managers or Collaborators of any government institution, as defined in section 15.7 below. This provision does not exclude broader definitions of public official that might be provided by applicable local laws.

15.7

A government institution includes not only government entities, but also all companies controlled by a local or foreign government. For example, a company that operates in the market as a private institution but of which a government has majority ownership or control is considered a public institution. This provision does not exclude broader definitions of public institution that might be provided by applicable local laws.

15.8

The anti-corruption laws of certain countries include limited exceptions for "facilitation payments," "grease payments" or "hospitality expenses". Facilitation or grease payments are usually small amounts given to facilitate a routine official action which was required by law or involved little or no discretion, such as a routine Customs clearance. MAGNESITA's policy is that such payments are prohibited, except where written company authorization is provided by the Ethics Committee. All persons subject to this Code, including consultants and any representative of the company, must inform and consult the Ethics Committee to determine if such a payment will

be authorized, even if it appears normal or of no consequences. In general, in Brazil such payments are illegal and may constitute a crime. Likewise, even if a nation's laws do not prohibit such payments to a "foreign" public official, such payments to a domestic public official are generally illegal and may constitute a crime punishable by imprisonment.

REMEMBER! If you have any questions or doubts about whether to offer, to make, or agree to make a payment or a gift, do NOT take any action! Always contact the Ethics Committee first!

15.9

All consultants, partners and representatives of MAGNESITA in general are required to follow this Code and Anti-Corruption Policy. We must therefore make sure that such third parties will not commit or attempt to commit illegal acts when acting on behalf of MAGNESITA.

15.9.1

We must always seek to do business with consultants, partners, representatives and suppliers who operate under the same standards of ethics adopted by MAGNESITA in its business and in compliance with applicable laws.

15.10

All those subject to the terms of this Code must ensure that no payments are made to third parties if there is any indication or reasonable suspicion based on the factual circumstances that such

payments, any portion of such payment, or anything of value may be provided to public officials (as defined in section 15.6 above). If anyone subject to the terms of this Code knows or has a reasonable suspicion regarding any such payment or act of corruption, then he or she has an individual duty to report the matter and immediately shall contact and inform the Ethics Committee of the matter and the factual circumstances.

REMEMBER! No reasonable suspicion should ever be ignored!

15.11

All measures must be taken by the Ethics Committee and the Commercial Officers to ensure that sales representatives and consultants are selected and hired according to MAGNESITA Policies and that they understand and comply with the rules established in this Code and applicable laws.

15.12

All affiliates controlled by MAGNESITA or of which MAGNESITA has majority control must comply with the rules established in this policy.

15.12.1

In joint ventures that MAGNESITA holds a minority interest and does not have control, reasonable efforts must be taken by the MAGNESITA representatives to

convince the business to comply with all applicable anti-corruption laws and to establish substantial controls, similar to the standards established in this policy, to prevent corruption.

15.12.2

MAGNESITA representatives in joint ventures or business with a minority interest who know or have a reasonable suspicion that an act of corruption has occurred or may occur shall report such factual circumstances to the appropriate internal bodies within the joint venture as well as to the channels described in item 15.3 above.

16



FRAUD, THEFT AND OTHER ACTIONS

16.1

In the occurrence of theft, fraud or other actions against MAGNESITA's property, committed individually or with another Collaborator, consultant, manager, or any other third party, the staff member shall be subject to immediate termination from MAGNESITA with cause.

16.2

Whenever there is a suspicion of fraud, theft and / or acts against MAGNESITA's property, a preliminary investigation will take place in order to determine the facts. The report will be presented and assessed by the Ethics Committee, which will decide on appropriate actions. MAGNESITA may determine (if not mandatory according to local laws) to report the fraud, theft, or other unlawful act against MAGNESITA property to the competent authorities, depending on nature of the matter investigated and information gathered.

16.3

FRAUD – Fraud means any false, fraudulent, or misleading statement or act through any means, scheme, or artifice with an objective or intent to obtain an illicit advantage, money or property. This concept can include statements or acts of fraudulent representation, misrepresentation, false or misleading statement, concealment or omission, use of any false, forged or fictitious writing or document, or use of false or misleading information. This provision includes definitions of Fraud that might be provided by applicable local laws.

16.3.1

Examples:

A. Misusing of sick leave. Such misuse, for example, includes or means seeking or using medical leave when in good standing of physical and mental health.

- B. Counterfeiting or tampering with medical certificates.
- C. Falsifying records on hours worked.
- D. Submitting, executing, or knowingly assisting in the submission or execution of fraudulent orders of purchases.
- E. Requesting or accepting payment of travel expenses incurred for personal purposes.
- F. Falsifying, forging, hiding, withholding, or concealing receipts.
- G. Altering, damaging, destroying or falsifying documents or records.
- H. Receiving or providing any personal advantage to suppliers or customers or any third-party.
- I. Generating, submitting, or using fictitious payroll document or application for payment.
- J. Inflating, falsifying, fabricating, or over-estimating expenses, costs, or prices.

16.4

Theft. Includes the subtraction of MAGNESITA assets or any act against MAGNESITA's property. This provision includes broader definitions of theft pursuant to applicable local laws.

16.4.1

Examples:

- A. Stealing or using without authority money or property of MAGNESITA or other contributors.
- B. Stealing or taking without authority goods, tools or equipment.
- C. Buying, seeking, or obtaining materials or

property without authority for oneself with MAGNESITA resources or credit.

D. Stealing, providing unauthorized access to, or misusing intellectual property, trade secrets, business opportunities, business plans or misuse of confidential information.

16.5

Other actions against the company's Property, such as the examples listed below, will also be investigated and subject to punishment, including termination of employment or contractual or business relationship with MAGNESITA:

A. Performing personal activities using MAGNESITA facilities and time.

B. Misusing of MAGNESITA's money, credit or property.

C. Removing, without authorization, equipment, software and office supplies from MAGNESITA.

D. Receiving from or providing to suppliers, customers, contractors, or joint ventures of MAGNESITA any personal advantage or personal enrichment.

E. Providing or making available without authority any access, the means of access, or password to any data base, computer, computer system, source code, or electronic records or property of MAGNESITA.

16.6

All of the examples used above in items 16.2.1, 16.3.1 and 16.4.1 are merely illustrative, not exhaustive and do not exclude other illegal actions subject to punishment under this Code or the applicable law.



17

ACCOUNTING

17.1

It is MAGNESITA'S policy to make and keep books and records that accurately and fairly reflect all of its transactions. For such purposes, all transactions must be recorded accurately and with a reasonable degree of detail. No information should be concealed from the books and records.

18



DONATIONS AND SPONSORSHIPS

18.1

MAGNESITA does not contribute to political parties, candidates, election campaigns or any kind of political contributions.

18.2

MAGNESITA's contributions to charitable organizations or sponsorship requests shall first be submitted to the Global Director for the applicable

area with further submission to the Communication Department and final approval from the Ethics Committee, even if within the Rouanet Law (Culture Incentive Law), Sports Incentive Law and/or another national, state or municipal Law.

18.3

Donations to charitable organizations and sponsorships may never be offered, promised, agreed to be provided or granted by MAGNESITA or in MAGNESITA's name if:

- In exchange for an act or an omission of the person receiving it;
- For the personal benefit or advantage of a public official;
- Offered or granted to directly or indirectly obtain or retain business for the company;
- To induce or reward unlawful or improper conduct.

19



ALCOHOL AND OTHER DRUGS IN THE WORKPLACE

19.1

MAGNESITA is committed to creating and maintaining a healthy and safe work environment. It is strictly prohibited to use drugs and/or alcohol by employees and directors during or immediately prior to their workday.

19.2

The Collaborator /manager who is found making use or under the influence of drugs, including alcohol, will be immediately removed from their functions and can be terminated for cause, if the investigation proves the inappropriate use of such substances.

19.3

In compliance with current legislation and in respect to the health of employees, smoking is prohibited in any enclosed environment at MAGNESITA.

20



COMPLIANCE WITH THE CODE AND SANCTIONS

20.1

Non-compliance with this Code will give rise to disciplinary action as provided by MAGNESITA's internal procedures and in accordance with local laws. All disciplinary decisions will undergo an internal investigation and be reviewed by the Ethics Committee.

20.2

Violations to this Code may be reported anonymously by using the channels mentioned in

item 15.4 of this code.

20.3

No one who makes a good-faith complaint, report or communication may suffer any kind of direct or indirect retaliation.

20.3.1

Any retaliation will be considered a serious violation of this Code and will lead to sanctions regardless of function and position within the company. Anyone who has been a victim of retaliation must report the circumstances to the Ethics Committee through the channels listed in section 15.4, above.

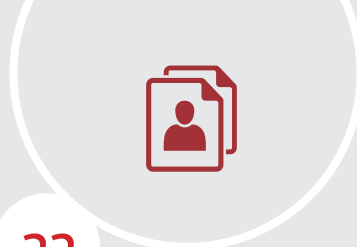
20.4

If you ever have any questions regarding the interpretation and the rules set out in this Code, do not take any action prior to consulting the Ethics Committee, your supervisor or the People Policies and People Development.



21.1

All employees and officers have a duty to think and act like owners of MAGNESITA, always aiming to reduce costs and expenses, not just financial, but also materials and resources.



GENERAL DISPOSITIONS

22.1

The Ethics Committee is responsible for implementing and monitoring this Code. The CEO is responsible for approving this policy and its contents. Any changes to this Code will be suggested by the Ethics Committee and approved by the CEO. Changes may only be applied after duly communicated to those subject to terms of this Code.



23.1

All subject to the terms of this Code will receive a copy of the Code and must adhere to its contents, by signing the "Term of Consent and Adherence".

APPENDIX 1 TELEPHONES CHANNELS OF COMPLAINT

All Calls to the telephone numbers described in the list below are free. Calls originating from these countries will have no cost to the complainant.

Country	Free telephone number
Argentina	0800 6662603
Australia	1800 121 889
Austria	0800 281700
Bahrain	80004475
Bangladesh	Dial 157001 to have access to operator. In case you listen to a voice message dial 8779167615.
Belgium	0800 71025
Brazil	0800 891 8807
Bulgaria	00800 110 44 74
Canada	1888 268 5816
Chile	123 002 004 12
China Netcom (North)	00800 3838 3000
China Telecom (South)	10800 441 0078
Colombia	01800-944 4796
Costa Rica	08000440101
Croatia	0 800 222 845
Cuba	To call Cuba dial 2935 to have access to operator. In case you listen to a voice message dial 8779167615.
Cyprus	800 95207
Czech Republic	800 142 428
Denmark	8088 4368
Egypt	0800 000 00 23
Estonia	800 00 44 265
Finland	0800 116773
France	0800 900240
Germany	0800 182 3246
Greece	00800 441 31422
Hawaii	1866 293 2604
Hong Kong	800 930770
Hungary	06800 14863
Iceland	800 82 79
India	000 800 440 1286
Indonesia	001 803 0441 1201
Israel	1809446487
Italy	800 783776
Japan	00531 78 0023
Kenya	0800 750 085
Latvia	8000 26 70
Lithuania	8800 30 444
Luxemburgo	8002 4450
Malaysia	1800 807055
Malta	800 62404
Mexico	01800 123 0193
Netherlands	0800 022 9026
New Zealand	0800 443 816
Norway	800 14870
Pakistan	00800 900 44181
Peru	0800 53611
Philippines	1800 1442 0076

Poland	00800 4412392
Portugal	800 880 374
Puerto Rico	1866 293 1804
Republic of Ireland	1800 567 014
Romania	08008 94440
Russia	810 800 2058 2044
Saudi Arabia	800 844 0172
Singapore	800 4411140
Slovakia	0800 004461
Slovenia	0800 80886
South Africa	0800 990520
South Korea	00308 442 0074
Spain	900 944401
Sri Lanka	011244 5413
(to dial to Colombo omit 011)	
Sweden	0200 285415
Switzerland	0800 563823
Taiwan	0080 10 44202
Thailand	001800 442 078
Turkey	00800 4463 2066
United Arab Emirates	8000 44 138 73
United Kingdom	0800 374199
United States of America	1877 533 5310
Venezuela	0800 100 3199
Vietnam	120 11527

**AFFIRMATION OF CONSENT AND ADHERENCE
TO THE ETHICS CODE FOR EMPLOYEES AND
DIRECTORS OF MAGNESITA REFRAATÓRIOS S.A.
AND SUBSIDIARIES**

The present instrument, the AFFIRMATION, entered into by DECLARANT and MAGNESITA complements the work agreements, oral or written, existing between the Parties, such AFFIRMATION being effective upon the date indicated hereunder, remaining unchanged, ratified and valid all other clauses and work conditions of the existing work agreements, oral or written, not expressly amended by the present instrument, which becomes an integral part of the work relation established between the Parties for all legal purposes.

I, _____
name

Enrollment N. _____
employee N.

Resident and domiciled at _____
complete address

() ID or () Passport N. _____

from now on referred to herein simply as
"DECLARANT", as _____
position
of _____
name of the Company

from now on referred to herein simply as
"MAGNESITA", by this AFFIRMATION, declares to

have full knowledge and understanding of the Ethics Code and undertakes personal responsibility for observing all the terms and conditions of the Ethics Code, which documents MAGNESTA's internal policy regarding ethical and moral aspects, and for acting in compliance with such terms and conditions, being subject to applicable penalties in case of failure to do so.

_____ of _____ of 20 _____.
locale day month year

Declarant

Witnesses:

signature

Name:

ID.:

signature

Name:

ID.:

