Certificado CO21/962862

El sistema de gestión de

MERCICO S.A.S.

Autopista Medellin Kilometro 10.6 Costado Norte Parque Industrial Providencia Vereda La Punta, Tenjo, Cundinamarca, Colombia.

ha sido evaluado y certificado que cumple con los requisitos de

Good Manufacturing Practices

Para las siguientes actividades
FABRICACIÓN DE ENVASES Y EMBALAJES PLÁSTICOS PARA ALIMENTOS

Este certificado es válido desde 5 de febrero de 2025 hasta 23 de diciembre de 2027 y su validez está sujeta al resultado satisfactorio de las auditorías de seguimiento.
Edición 2. Certificada desde 24 de diciembre de 2021

Expiración del ciclo anterior 23 de diciembre de 2024
Auditoría de renovación 13 de enero de 2025



Autorizado por
Diego Grajeda
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Este documento es un certificado electrónico auténtico para el uso comercial del Cliente únicamente. Está permitida la versión impresa del certificado electrónico y se considerará como una copia. Este documento es emitido por la Compañía sujeto a las Condiciones Generales de SGS de los servicios de certificación disponibles en los términos y condiciones | SGS. Se prestará especial atención sobre las cláusulas de limitación de responsabilidad, indemnización y jurisdicción que contiene. Este documento está protegido por derechos de autor y cualquier alteración, falsificación o modificación no autorizada de su contenido o apariencia es ilegal.

SMETA
Sedex Members Ethical Trade Audit

SMETA Corrective Action Plan Report (CAPR)

Version 7



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Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
   - 0: Enabling accurate Assessment
   - 1: Employment is Freely Chosen
   - 1.A: Responsible Recruitment & Entitlement to Work
   - 2: Freedom of Association and Right to Collective Bargaining are Respected
   - 4: Child Labour Shall Not be Used
   - 5: Legal Wages are Paid
   - 5.A: Living Wages are Paid
   - 6: Working Hours are Not Excessive
   - 7: No Discrimination is Practiced
   - 8: Regular Employment is Provided
   - 8.A: Sub-contracting and Homeworkers are Used Responsibly
   - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
   - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
   - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
   - As 2-pillar
2. Health & Safety Code Area
   - As 2-pillar
3. Environment Code Area:
   - 10.A: Environment 2-Pillar
   - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
   - 10.C: Business Ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit and site details

Audit details

Sedex company reference	ZC404035344	**Auditor company name**	Intertek Colombia Chile Ecuador Venezuela
Date of audit	2025-05-19	**Audit conducted by**	Adriana Gonzalez
Audit pillars	Labour Standards | Health and safety | Environment 4-Pillar | Business ethics		

Site details

Sedex site reference	ZS404192576	**Site name**	MERCICO PLANTA
Business name	Mercico SAS	**Site address**	110111 Autopista Medellín Kilometro10.6 Parque industrial providencia, Tenjo, cundinamarca, CO

Audit parameters

Time in and out	Day 1		Day 2		Day 3	
	In	08:00	In	08:00	In	08:00
	Out	16:00	Out	16:00	Out	12:00
Audit type	Periodic					
Was the audit announced?	Announced					
Was the Sedex SAQ available for review?	Yes					
Who signed and agreed CAPR?	Yuly Carolina Arias / Quality assurance chief					
Any conflicting information SAQ/Pre-Audit Info	No					
Is further information available?	No					

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	No Union		
Reason for absence during the audit	No Union		
Reason for absence at the closing meeting	No Union		

SMETA declaration

Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual. 1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. 2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post–audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.		
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	None		
Lead auditor	Adriana Gonzalez	**APSCA Number**	21703368
Additional auditor			
Date of declaration	2025-05-21		

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Yuly Carolina Arias
Title	Quality assurance chief
Date of declaration	2025-05-21

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
5. Legal wages are paid	5.B Ensure that workers receive the insurance...		GE ZAF-
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...	Base code	NC ZAF-
	5.A.B Put in place a wage improvement plan th...	Base code	NC ZAF-
10.B. Environment 4-Pillar	10.B.I Monitor and mitigate the site's impact...		GE ZAF-

Findings: non-compliances

ZAF-

Non-compliance

Code area
5.A Living wages are paid

Workplace requirement
5.A.A Review workers' total pay including benefits and compare it with a credible 'living wage' to calculate a 'living wage gap', and understand what proportion of the workforce has a gap.

Issue title
903 - CAR: A living wage gap analysis has not been completed

Description
Based on management interviews, it was observed that the company has not been completed living wages gap analysis.
De acuerdo a entrevistas con la gerencia, se observó que la empresa no ha realizado el análisis de la brecha salarial vital.

Corrective and preventative actions
Please ensure to complete living wage gap analysis.
Por favor asegúrese de realizar el análisis de la brecha salarial vital.

Status
Open*

Time given to resolve

Verification method
Collaborative action required

Area of non-compliance/non-conformance
Base code

* PDF generated at 00:15 (UTC) on 27 May 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF-

Non-compliance

Code area
5.A Living wages are paid

Workplace requirement
5.A.B Put in place a wage improvement plan that aims to pay workers a living wage within a stated timeframe.

Issue title
905 - CAR: A wage improvement plan (with Living Wage as the goal) has not been completed

Description
Based on management interviews, it was noted that a wage improvement plan (with Living Wage as the goal) has not been performed.
En revisión documental se observó que no se ha ejecutado un plan de mejora salarial que tenga como meta el salario digno.

Corrective and preventative actions
Please be sure to develop a wage improvement plan (with living wage as the goal).
Por favor asegúrese de desarrollar un plan de mejora salarial que tenga como meta el salario digno.

Status
Open*

Time given to resolve

Verification method
Collaborative action required

Area of non-compliance/non-conformance
Base code

* PDF generated at 00:15 (UTC) on 27 May 2025. View this finding on the Sedex platform for live updates and closure details.

Findings: good examples

ZAF-

Good example

Code area

10.B Environment 4-Pillar

Workplace requirement

10.B.I Monitor and mitigate the site's impacts on biodiversity.

Description

Planting native forest species, contributing to the conservation and restoration of ecosystems.
Siembra de especies forestales nativas aportando a la conservación y restauración de ecosistemas.

ZAF-

Good example

Code area

5 Legal wages are paid

Workplace requirement

5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

Description

Productivity bonuses, Economic benefits: seniority bonus, transport benefit; Father's Day celebrations, Mother's Day, birthdays, Women's Day, end of the year.
Bonificaciones por productividad, Beneficios económicos: auxilio de antigüedad, auxilio de transporte; Celebraciones del día del padre, día de la madre, cumpleaños, día de la mujer, fin de año.

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✓	✓	✓	✓
1.A. Responsible recruitment and entitlement to work	✓	✓	✓	✓
2. Freedom of association and right to collective bargaining are respected	✓	✓	✓	✓
3. Working conditions are safe and hygienic	✓	✓	✓	✓
4. Child labour shall not be used	✓	✓	✓	✓
5. Legal wages are paid	✓	✓	✓	✓
6. Working hours are not excessive	✓	✓	✓	✓
7. No discrimination is practiced	✓	✓	✓	✓
8. Regular employment is provided	✓	✓	✓	✓

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✓	✓	✓	✓
9. No harsh or inhumane treatment is allowed	✓	✓	✓	✓
10.A. Environment 2-Pillar	✓	✓	✓	✓
10.C. Business ethics	✓	✓	✓	✓

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to re-record actions taken and to categorise the status of the non-compliances/ non-conformances.

Good practice examples should be pointed out at the closing meeting as well as discussing non-compliances/ non-conformances and corrective actions, Collaborative Action Required findings and the Management Systems Assessment.

Next steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, NCs, CARs, MSA and good examples. If you have not already received instructions on how to do this then please visit the Sedex Members' E-learning Platform.
2. Sites shall action its NCs and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request that the audit body verify its actions. Please visit Sedex Members' E-learning Platform for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via the Sedex Platform or by Follow-up Audit.
5. Some NCs that cannot be closed off by "Desk-Top" review may need to be closed off via a "Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that NC. Any follow-up audit must take place within twelve months of the previous initial/periodic audit and the information from the previous audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).
7. The site shall develop and share with Sedex an action plan to work on CAR findings, and take actions to work on these areas as identified.

8. The site should use the MSA gradings to help to improve internal systems, focusing where their systems are weakest and the risks of harm are highest. These actions should better prepare them for future audits and help sustain compliance.

Management Systems Assessment (MSA)

A management system is defined as a comprehensive framework comprising of processes, policies, procedures, and tools that are strategically designed and implemented within a business to plan, organise, execute, monitor, and continuously improve its activities. Management systems are the systems that underpin how a company runs its day-to-day operations, makes decisions, and helps avoid the recurrence of common problems.

Where management systems are weak a site is at higher risk of non-compliance over time, the SMETA MSA can help sites to proactively reduce the likelihood of risks occurring. Sites should take actions commensurate with their size and resources, focusing on where their systems are weakest and the likelihood of risks is highest, based on their sector, location and workforce profile.

The MSA Grades do not result in NCs, and will not be re-assessed in follow-up audits.

For more information on Management Systems please refer to the Management Systems Workbooks.

Collaborative Action Required

The SMETA Workplace Requirements identify certain specific issues where a site may not meet the Base Code, but the usual mechanisms of NC verification and closure are not appropriate, for some or all of the following reasons;

- The audited party does not have the capacity/ responsibility to close the issue without support from other relevant stakeholders, such as commercial partners/buyers.
- Remediation of the issue requires an indeterminate and possibly extended timeframe, rather than a predetermined deadline as set within the Sedex platform.
- There is a risk of adverse consequences if closure of a particular issue is not approached with due consideration and time provided for adequate risk assessment.
- Evidencing effective remediation is complex and it is outside the capacity of existing SMETA methodology to validate through evidence provided during an onsite assessment alone.

These specific WRs have a Collaborative Action Required (CAR) finding raised against them.

Collaborative Action Required findings require a different way of working from other NCs for buyer and supplier members. The activities required to close these issues may involve actions from both buyers and suppliers, as well as additional stakeholders such as third-party labour providers, impacted workers, local NGOs, and trade unions. Due to the complexity of the issues and the spectrum of potential stakeholders that may need to act, CARs may need long-term closure plans, potentially spanning multiple years. To facilitate a longer-term approach and to reduce the likelihood of undue pressure on suppliers to close issues that may be out of their control, Sedex does not prescribe a closure date nor a verification methodology for these findings. Sedex encourages all its members to work collaboratively and responsibly on these issue areas, sharing responsibilities and actions as appropriate.

When developing a methodology to prioritise action on these more complex areas, Sedex recommends following a due diligence process and prioritising activities based on the most salient risks.

For Suppliers

Where CARs are raised suppliers should create an action plan for how they are going to address these areas. Sedex also recommends suppliers reach out to their buying partners to understand their expectations on these issues and start a constructive dialogue. The action plans can be uploaded on to the Sedex platform, which will change the status of the CAR finding from “open” to “in progress”. Management and assessment of action plans is encouraged as an activity between linked buyer and supplier members.

For Buyers

Where CARs are raised buyer members should prioritise resolution of these issues based on a salient risk approach. Buyers should assess their own roles and responsibilities in the closure of these findings, especially considering any increased financial costs and how these may relate to the buyers own purchasing practices. Buyers should work with suppliers to ensure that closure plans are realistic, taking a long-term approach to improvement where it is necessary, and working with multi-stakeholder initiatives, NGOs, Trade Unions and other third parties to address these issues, which may be widespread. In the interests of enabling transparency, collaboration and long-term effective remediation, the application of commercial penalty against suppliers where these issues are identified and action plans are in place is not encouraged.

For Auditors

Auditors will assess whether the CARs are met through the SMETA audit process and raise the findings where relevant. Auditors will not assess the action plans shared or provide guidance on closure methodology, due to the limitations of assessing scope and responsibilities through a supplier site assessment alone. CAR findings will be superseded and closed in periodic audits. The auditor will assess the Workplace Requirements anew and raise a CAR in following audits until there is no longer a finding to raise.

Certificado CO07/1841

El sistema de gestión de

MERCICO S.A.S.

Autopista Medellin Kilometro 10.6 Parque Industrial Providencia Vereda La Punta, Tenjo, Cundinamarca, Colombia.

ha sido evaluado y certificado que cumple con los requisitos de

ISO 9001:2015

Para las siguientes actividades
DISEÑO, FABRICACIÓN Y COMERCIALIZACIÓN DE PRODUCTOS PROMOCIONALES, INDUSTRIALES Y PARA EL HOGAR.

Este certificado es válido desde 24 de mayo de 2024 hasta 19 de octubre de 2026 y su validez está sujeta al resultado satisfactorio de las auditorías de seguimiento.
Edición 9. Certificada desde 14 de mayo de 2007

Expiración del ciclo anterior 19 de octubre de 2023
Auditoría de renovación 4 de marzo de 2024

Autorizado por
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ISO/IEC 17021-1:2015
09-CSG-005

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Certificado CO20/962532

El sistema de gestión de

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ISO 14001:2015

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DISEÑO, FABRICACIÓN Y COMERCIALIZACIÓN DE PRODUCTOS PROMOCIONALES, INDUSTRIALES Y PARA EL HOGAR.

Este certificado es válido desde 24 de mayo de 2024 hasta 19 de octubre de 2026 y su validez está sujeta al resultado satisfactorio de las auditorías de seguimiento.
Edición 3. Certificada desde 20 de octubre de 2020

Expiración del ciclo anterior 19 de octubre de 2023
Auditoría de renovación 4 de marzo de 2024

Autorizado por
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coface
FOR TRADE

CERTIFICACIÓN

MERCICO S.A.S
NIT 860531849-4

Ha cumplido satisfactoriamente los parámetros de la Calificación de Proveedores de la Compañía **COFACE** y obtuvo un puntaje de **100** conforme a los criterios de calidad definidos para validar la idoneidad, con el objetivo cde establecer relaciones comerciales.

Este certificado es válido hasta: 06 de marzo 2026

"La Calificación fue elaborada con base en la información enviada por el proveedor y la información obtenida por terceras personas. **COFACE** constató los datos que consideró necesarios con información de fuentes externas y con documentación original de respaldo entregada por la empresa. La información aquí contenida es proporcionada basándose en la solicitud del cliente. **COFACE** no se responsabiliza por el uso indebido que pueda dar al presente reconocimiento."

HATTIEANN GIRALDO
Presidente

RICARDO VARELA
Director Comercial