



Code of ethical conduct



ENSURE THE SAFETY OF PERSONS



Ensure the safety of all our employees

- Guarantee a secure working environment and good working conditions for all employees
- Follow the company's rules and procedures - they are mandatory for the safety of all (keep our working places clean, free from alcohol and drugs, wear the required personal protective equipment at all times)

Treat others with respect and dignity

- Understand and consider the importance of diversity and inclusion
- Promote a working environment that excludes shocking, hostile, insulting or intimidating behaviors

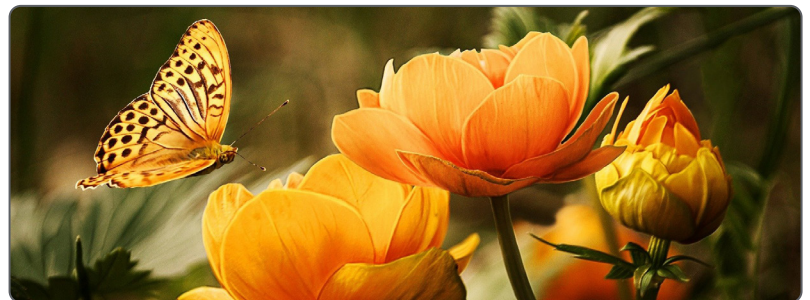
Guarantee data security and the protection of personal data

- Preserve and protect all personal data that we own
- Do not use confidential information outside our responsibilities or for a personal benefit

ENSURE THE PROTECTION OF NATURE

Protect the environment

Reduce our emissions, preserve the energy and other resources, re-use and recycle the derived products



ENSURE THE PROTECTION OF ASSETS



Protect and use conveniently the company's goods

- Use the company's goods efficiently and only for the purpose of legitimate activities
- Respect industrial and intellectual property rights as well as trademark rights





MANAGE BUSINESS WITH INTEGRITY



Manage business with integrity and exclusively for the company's benefit

- Abstain from any behavior that may damage the company's reputation
- Avoid any situation where accepting a gift might be inappropriate



Manage our activities in a lawfully and equitable manner

- Respect national and international laws and regulations
- Provide only honest and exact information about our products and services
- Forbid child labor and all forced labor



Fight actively against fraud and money laundering

- Maintain a frame of processes and procedures that controls the efficiency of our accounting and financial reporting activities
- Perform our responsibilities by complying to internal and external controls of the company



Prevent all form of active or passive corruption

Respect all laws that forbid active or passive corruption, as well as regulations relative to the financing of political activities

