



COMPANY ETHICS

#175 Business Ethics

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Child labour: Personnel of an age below the minimum age required to carry out a work activity are not employed. Minors (persons under 18 years of age) are not employed to carry out hazardous activities or activities that are in conflict with specific regulations so as to protect the personal development of said minors. Whenever a minor is employed, the primary focus should be on the minor's interests. The highest levels of financial assistance, support and development are provided with regard to policies and programmes to assist funds that target childhood or child labour.

Forced labour: No form of forced, indentured or compulsory labour is used, and employees are free to leave their jobs after giving due notice. Employees are not required to pay money as a deposit or to leave their identity documentation with their employer.

Health and safety: Employees are provided with a healthy and safe working environment in accordance with international standards and national laws. This includes clean lavatory facilities, drinking water and, where possible, food storage facilities. In those instances where an employer provides accommodation, it shall be clean, safe and meet the main requirements of the employees. Adequate health and safety information and training is provided to all employees.

Freedom of association: To the extent permitted by applicable law, all employees are free to join or not join trade unions or similar external representative organisations.

Discrimination: Negative discrimination of any kind, including racial or sexual discrimination, is prohibited.

Disciplinary practices: Employees are treated with respect and dignity. Physical or verbal abuse or harassment of any kind, threats, or any other form of intimidation of personnel is prohibited.

Working hours: Working hours are in accordance with national laws.

Remuneration: Employees are aware of the terms and conditions of their work and receive fair and reasonable remuneration in line with legal requirements.

Anti-corruption: No form of corruption is tolerated, including unlawful offers of payments to or from employees or any other collaborators, be they internal or external.

Working environment procedures are put in place to actively improve the efficiency with which finite resources (such as energy, water, raw materials) are used. Management, operational and technical controls are put in place to minimise the release of emissions that are hazardous to the environment. Appropriate measures are put in place to improve the environmental performance of products and services when they are used by the end user. Innovative improvements are supported in products and services that provide environmental and social benefits.

The Management