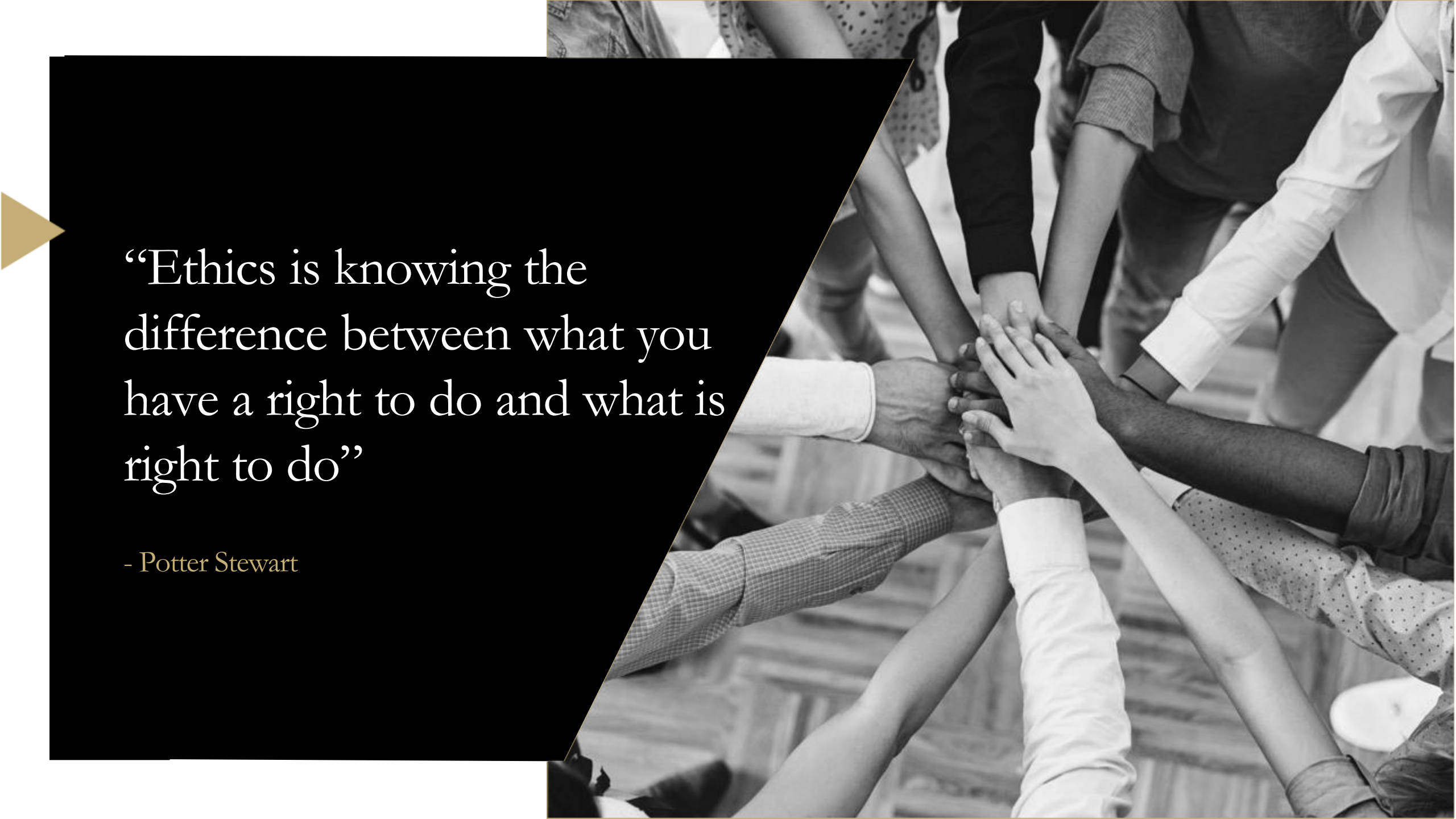


EBMES Code of Ethics



2022





“Ethics is knowing the difference between what you have a right to do and what is right to do”

- Potter Stewart



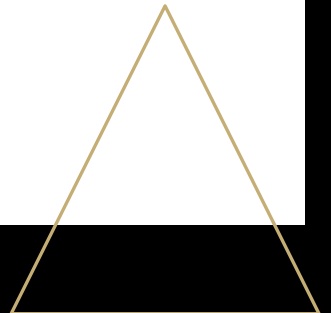
Principles



Principles

General Rules:

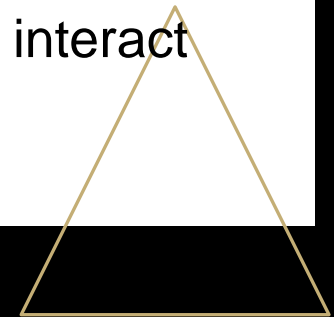
- We comply with the applicable laws of the countries in which we operate and follow our internal rules, processes and controls.
- While these codes are not law, they provide appropriate guidance to the industry and to employees for interaction with others.
- We must be aware of and comply with these laws, codes and our internal rules that govern our daily work.
- Violations of the law or failure to comply with our internal rules can have serious consequences for our society and the responsible employee(s).
- We protect and promote our reputation and principles. They are essential for our business success and ensure the sustainable future of our society.





Principles

Respect:

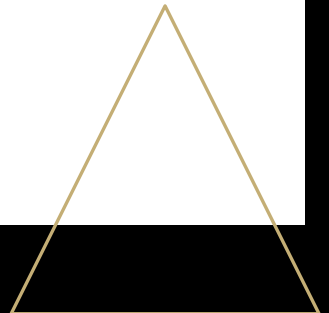
- We respect the personal dignity, privacy and rights of everyone.
 - We believe diversity and inclusion enrich our workplace.
 - We work together without regard to ethnic origin, culture, religion, age, disability, gender, gender identity, gender expression, sexual orientation or any other legally protected characteristics.
 - We do not tolerate discrimination or any form of harassment, retaliation or inappropriate behavior toward individuals or groups.
 - We apply these principles of respect to each other and third parties with whom we interact
- 



Principles

Trust:

- We interact with each other in a respectful and reliable manner.
- In our daily work we are open and honest.
- We take our responsibilities seriously; we are reliable and we only make promises we can keep.
- We are sincere. We help clarify and eliminate potential deficiencies, problems and misunderstandings.
- We deal openly with mistakes and we continuously give and seek feedback – from and to managers, peers and employees.





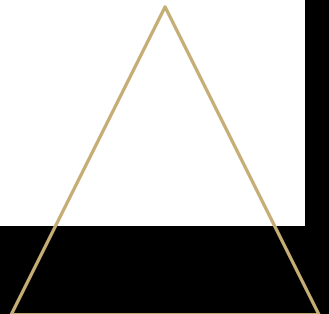
Responsibilities



Responsibilities

Leadership model:

- Creating a working environment based on trust and collaboration and being available to discuss with our employees about uncertainties on compliance with legal or regulatory requirements, Industry Codes of Conduct or internal rules.
- Setting a good example and ensuring the teams understand the importance of acting in accordance with the Business Conduct Guidelines.
- Fulfilling all organizational and supervisory duties

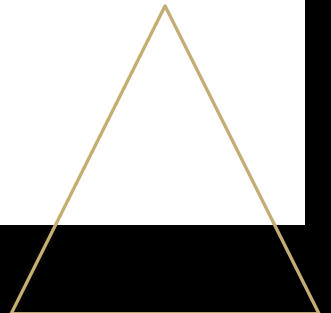




Responsibilities

Working conditions:

- No discrimination or intimidation: The principles of equal opportunity and equal treatment are guaranteed without regard to ethnic or social origin, culture, religion, age, disability, gender, gender identity, gender expression, sexual orientation or any other legally protected characteristics.
- Free choice of employment: No one should be employed or forced to work against their will.
- Prohibition of child labor: Child labor is strictly prohibited.

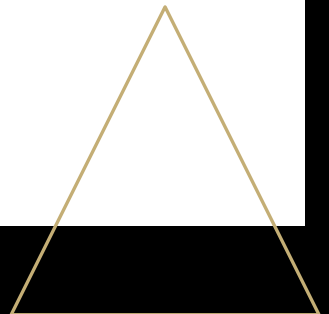




Responsibilities

Conflicts of interest:

- We are not influenced by personal interests when making business decisions.
- We make decisions in the best interest of our society and not based on personal interests.
- We anticipate and avoid situations in which the appearance of a conflict of interest may arise.
- We inform our managers of any personal interest that might exist in connection with the performance of our duties in the society.





Thank You