

# Code of Conduct

Green Transfo SAS



Doc No: P.100 | P.Date: 27.01.2023 | Rev.Date: 27.01.2023 | Rev.No: 00

Date: 27/01/2023

At **Green Transfo SAS**, we are committed to the highest standards of ethical behavior and integrity in all of our business operations and interactions with stakeholders. We firmly believe that our success as a global corporation is built on the principles of respect, fairness and responsibility towards all parties that we interact with. This Code of Conduct sets out the principles and expectations that guide our actions as an organization and individuals representing it.

## **A- Integrity:**

We will conduct ourselves honestly and ethically in all our business dealings. We will not engage in any illegal, unethical or deceptive practices, and will act with integrity in all our relationships with employees, customers, suppliers, shareholders, and the communities in which we operate.

## **B- Compliance with Laws:**

We will comply with all applicable laws, rules and regulations in every country in which we operate. We will not engage in any activities that would violate anti-corruption laws, such as bribery or facilitation payments. We will also comply with all labor and employment laws, including those related to child labor, forced labor, discrimination, and workplace safety.

## **C- Respect for Human Rights:**

We will respect and protect the human rights of our employees, customers, and other stakeholders. We will not engage in any activities that would violate human rights, such as forced labor or discrimination. We will also respect the rights of indigenous peoples and local communities, and will seek to minimize any negative impact of our operations on these groups.

## **D- Fair Competition:**

We will conduct our business in a manner that promotes fair competition and prohibits any illegal or unethical business practices. We will not engage in any activities that would violate antitrust laws, such as price fixing or market manipulation. We will also avoid any practices that would give us an unfair advantage over our competitors, such as insider trading or misuse of confidential information.

## **E- Protection of the Environment:**

We will strive to minimize the negative impact of our operations on the environment and promote sustainable practices. We will comply with all environmental laws and regulations, and will seek to reduce our greenhouse gas emissions, energy consumption, and waste generation. We will also strive to protect biodiversity and natural habitats, and to reduce our use of hazardous materials.

## **F- Transparency:**

We will be open and transparent in our business dealings and report any illegal or unethical behavior to the appropriate authorities.

## **G- Responsibility to Stakeholders:**

We recognize that our actions have an impact on all our stakeholders, including employees, customers, suppliers, and the communities in which we operate. We will strive to balance the interests of all stakeholders and make decisions that are in the best long-term interests of the company and society as a whole.

## **H- Continuous Improvement:**

We will continuously review and improve our code of conduct to ensure that it remains relevant and effective in promoting ethical behavior throughout the organization. We will also encourage employees to raise any ethical concerns they may have and will provide training and resources to help them understand and apply the code of conduct.

## **I- Whistleblower Policy:**

We will have a whistleblower policy in place that protects employees who report illegal or unethical behavior from retaliation. We will also have a process in place for investigating and responding to reports of misconduct.

## **J- Compliance and Enforcement:**

We will have a robust compliance program in place to ensure that this code of conduct is followed by all employees and that any violations are dealt with in a timely and appropriate manner. We will also conduct regular audits and reviews to ensure that our ethical standards are being upheld throughout the organization.