



GROUP POLICY

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# CODE OF ETHICS

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GPOL-01



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2.1 Innovation: being one step ahead

2.2 Passion: being driven by passion and heart



2.6





*c) Fighting against forced labor and modern slavery*

*d) Recognizing and respecting the right to work and freedom of association*

*e) Respecting the local legislation and business practices relating to working hours and paid leave*

*f) Taking into consideration local communities*

*Personnel's behavior*

*Conflict of interest*

*Outside Activities*



*Anti-Bribery and Gifts*





*Accountability and accounting principles*





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4.1 Product safety and compliance with technical regulations

4.2 Tax and customs regulations

4.3 Fair Competition and Antitrust law Compliance

4.4 Foreign trade legislation



#### 4.5 Economic sanctions and money laundering prevention

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#### 5.1 Corporate governance and internal control system





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## 6.1 Dissemination of the Code of Ethics, continuous improvement and training

## 6.2 Commitment to comply with the Code of Ethics



### 6.3 Reporting of Violations