

Integrity in business operations

Compliance with laws & regulations
Contributing to fair & effective competition
conflicts of interest

In short — what this means in practice:

- We act honestly and in accordance with applicable laws in every country and every situation.
- We do not engage in price fixing, market sharing, or any other form of anti-competitive behaviour.
- We are transparent about any personal interests that may affect, or appear to affect, business decisions.
- We avoid situations involving conflicts of interest and ensure that such situations are properly managed.
- When in doubt regarding competition law or conflicts of interest, we seek guidance before acting.

Market integrity and confidential information

Protecting personal data
Protecting confidential information
Information security

In short — what this means in practice:

- We handle personal data with care and only use it for legitimate business purposes.
- We protect confidential information relating to our business, customers, and partners, and do not share it with unauthorized parties.
- We use our IT systems responsibly, do not share passwords, and report any suspicious activity.
- Our responsibility to protect confidential information continues even after employment ends.

Anti-corruption and financial integrity

Anti-corruption & bribery
Gifts, hospitality & benefits
Financial crime prevention
Sanctions, export control & trade compliance

In short — what this means in practice:

- We do not offer or accept bribes or improper payments, directly or indirectly.
- We exercise care when giving or receiving gifts and hospitality and follow applicable internal guidelines.
- We ensure that all transactions are accurate, properly documented, and appropriately approved.
- We remain alert to unusual transactions and report any concerns.
- We do not conduct business with parties subject to sanctions and comply with applicable export control regulations.

Code of Conduct

The way we act

Know your business partners

What we expect
Our partners' obligations
When to ask for help

In short — what this means in practice:

- We ensure that appropriate checks have been carried out before starting a significant new business relationship.
- We remain alert to warning signs, such as unusual payment requests, vague ownership structures or reluctance to provide basic information.
- If something about a business partner does not feel right, we raise the concern internally before proceeding.
- We do not do business with partners we know or suspect to be involved in corruption, sanctions violations, or other serious misconduct.
- We document due diligence steps in line with Group procedures.

Our people and human rights

Human rights & working conditions
Diversity, equal treatment & inclusion
Recruitment & selection, Health, safety & wellbeing
compensation & benefits, Working time & leave

In short — what this means in practice:

- We treat every colleague, contractor and visitor with dignity and respect, always.
- We do not tolerate discrimination, harassment, bullying, or other inappropriate behaviour, and we act on and report concerns.
- We prioritise safety, follow safety procedures, report incidents and near-misses promptly, and speak up if we identify a risk.
- Our commitment to human rights extends to our supply chain, and we remain alert to signs of forced labour, child labour and other violations, reporting any concerns.
- We support a workplace where everyone, regardless of background, identity or role, can contribute and thrive.

Environmental and social responsibility

Environmental responsibility, climate & emissions
Social responsibility,
Sustainability ratings & customer requirements

In short — what this means in practice:

- We take environmental considerations seriously in our daily work, recognising that small actions add up.
- We remain aware of the environmental requirements our customers may place on us and support the Group in meeting them.
- We engage respectfully with the communities around our operations.
- We support the Group's sustainability goals and report our environmental performance accurately and transparently.
- We identify and raise opportunities to reduce our environmental footprint, recognising that improvement is a shared responsibility.

Company Assets

Protection & responsible use of company assets

In short — what this means in practice:

- We use company equipment, systems, and resources responsibly and only for legitimate business purposes.
- We protect company property, whether physical, digital, or intellectual, from loss, damage, or misuse.
- We apply the same standard of care to assets belonging to our customers, suppliers, and business partners.
- We report any suspected misuse or theft of company assets.