

# Ethical Policy

Green Transfo SAS



Doc No: P-101 | P.Date: 27.01.2023 | Rev.Date: 27.01.2023 | Rev.No: 00

Date: 27/01/2023

This ethical policy sets out the principles and standards that guide the behavior of **Green Transfo SAS** and its employees in all aspects of our business. Our commitment to integrity, responsibility, and ethical conduct is an integral part of our corporate culture and is reflected in the policies and procedures we have put in place to ensure compliance with the law and the highest standards of ethical behavior.

## **A- Compliance with Laws and Regulations:**

**Green Transfo SAS** is committed to complying with all applicable laws and regulations in every country where we operate. We will not engage in any illegal or unethical behavior, and will take immediate action to correct any violations of law or regulation that come to our attention.

## **B- Transparency and Honest Communication:**

**Green Transfo SAS** is committed to transparency and honest communication with all of our stakeholders, including employees, customers, and the communities in which we operate. We will provide accurate and complete information in a timely manner to all stakeholders and will disclose any material information that may affect their interests.

## **C- Fair Treatment of Employees:**

**Green Transfo SAS** is committed to fair treatment of all employees, including providing a safe and healthy work environment, and prohibiting discrimination and harassment. We will not tolerate any form of discrimination or harassment and will take appropriate action to prevent and address any such behavior.

## **D- Environmental Protection:**

**Green Transfo SAS** is committed to protecting the environment and preserving natural resources. We will conduct our operations in a manner that is environmentally responsible and will comply with all applicable environmental laws and regulations.

## **E- Community Engagement and Support:**

**Green Transfo SAS** is committed to community engagement and support, including through charitable giving and volunteerism. We will work with the communities where we operate to identify and address their needs and will strive to make a positive impact on those communities through our actions.

## **F- Code of Conduct:**

**Green Transfo SAS** has adopted a code of conduct for all employees, outlining our expectations for ethical behavior, including prohibitions on bribery and corruption. All employees are expected to read and understand the code of conduct and to comply with its provisions at all times.

## **G- Reporting and Addressing Ethical Violations:**

**Green Transfo SAS** has established a system for reporting and addressing any ethical violations or concerns, and protecting whistleblowers from retaliation. Any employee who becomes aware of an ethical violation or concern is encouraged to report it to their supervisor or the designated ethics officer.

## **H- Regular Review and Updating:**

**Green Transfo SAS** will regularly review and update this ethical policy to ensure that it remains current and effective. Any proposed changes to the policy will be reviewed and approved by senior management before being implemented.

## **I- Implementation:**

**Green Transfo SAS** communicates this ethical policy to all employees on regular basis, and will provide training to ensure that all employees understand their obligations and responsibilities under the policy.