



ETHICS CHARTER OF THE ERMEWA GROUP

For a responsible commitment combined with respect of our partners

Responsibility towards civil society

- We comply with laws and regulations.
- We actively manage risks in accordance with sustainable development principles and act in favour of greater environmental responsibility by reducing the overall impact of the transport industry on the planet.
- We respect personal commitments provided they do not involve the Group.
- We do not tolerate corruption nor encourage illicit practices.

Responsibility to our commercial partners

- We are representatives of the commitment and values of the Group.
- We believe in free competition and respect our competitors.
- We do not accept gifts and advantages that would create a situation of obligation.
- We act properly and in an appropriate manner with our customers providing quality, fairness and confidentiality where appropriate.
- We confer importance to our partners sharing our ethical principles.

Responsibility towards our group and our shareholders

- We contribute to the enhancement of the Group's image by sharing the same environmental, social and governance values.
- We develop our business activities responsibly and we stand by our commitments.
- We communicate reliable, complete and appropriate information concerning our business activity and results.
- We protect confidential documents and data.
- We respect and protect property made available to us.
- We avoid conflicts of interest or situations that may be perceived as such.
- We fulfil our employment contracts conscientiously.

Responsibility towards our staff

- We respect obligations arising from the law, statutes and contracts.
- We respect diversity and condemn all discrimination.
- We promote mutual respect and do not tolerate harassment.
- We encourage our staff to consider the environmental consequences of their actions and seek to minimize the impact where it is reasonably practicable.
- We maintain a healthy, secure and harmonious working environment.
- We respect the individual and his/her private life.
- We are committed to resources and competencies development and improvement policy.
- We value expertise and support and encourage entrepreneurial spirit.

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