

CHARTER OF ETHICS

Governing principles:

- Social and societal responsibility
- Compliance with the laws
- Fairness and transparency
- Favouring sustainable development

Six priorities to guide our business and development:

- To **provide** our customers with quality products and services that comply with environmental and safety standards
- To **fulfil** our contractual undertakings and respect fair competition towards our suppliers
- To **protect** the interests of our shareholders and associates
- To **opt** for transparency
- To be **attentive** to the training, career development and working conditions of all our employees
- To **comply** with regulatory standards in effect in all of our locations
- To **promote** economic and social development

Structure:

- An **Ethics Committee** composed of the Co-CEOs and managers of different nationalities. All members will cooperate in order to meet the “ethics” objectives established by the company. The committee will meet once a year. At the end of each session, it will issue a report on the prior year.
- A **Sustainable Development Committee** composed of members of the Executive Committee and external participants. Additionally, a “SD” manager will be appointed in each subsidiary. The committee will meet twice a year to define its environmental strategy for the upcoming year and prepare a report on actions executed.
- A **Newrest Foundation** responsible for managing all corporate social and societal actions.
- The **Senior Management** of each subsidiary will monitor compliance with the Charter of Ethics.