BONWS Seguros Communication on Progress (COP)

Human Rights

In accordance with our Code of Ethics and Human Rights and Sustainability Policy, At Bonws Seguros, we are committed to providing safe and healthy workplaces. We support the standards of Human Rights. Our social and executive organs ensure the perpetuity of the company in its business strategy incorporating the relationship with the Angolan society. BONWS responsibility involves creating sustainable wealth and employment opportunities, qualifications and diversity of the workforce, improving the quality of life through educational opportunities, cultural actions of assistant and environmental protection.

It is essentially important for BONWS to conduct its business in line with highest ethical standards, ensuring that any form of relationship, internal or external, shall strictly guarantee the dignity of the human being, ensuring transparency and respect for legality.

All BONWS employees shall contribute to the achievement of this purpose by ensuring that their conduct, behaviour and attitudes are always in harmony with the values underpinning the company. It is an obligation of each one to know, understand, experience and apply in their daily lives, all the recommendations contained in our Company Code of Ethics.

Labour

Bonws Seguros fully support the United Nations Global Compact guiding principles on human rights and labour and aim to provide an example of good human and labour practices throughout our business activities. We support and respect the protection of international labour rights within our sphere of influence. We seek to promote and defend human, women's and workers right. We promote a safe, healthy, and supportive work environment.

The relationship at the work environment must be guided always by courtesy, politeness, friendliness, mutual respect and team spirit, loyal and trust. Regardless of the position or function, all tasks must be carried out with efficiency, agility, transparency and focusing on getting the best results, respecting the highest standards of human and professional respect.

BONWS values the diversity (Convention 111 of the International Labour Organization, which defines the foundations of discrimination) and is absolutely intolerable and inflexible to any conduct that could be characterized as sexual or moral harassment, as well as discriminatory based on colour, source, origin, social class, gender, religion, sexual orientation, age, physical appearance, or people with special needs.

Environment

Bonws Seguros is committed to leading the company in minimizing the impact of its activities on the environment and enhance the local diversity of the ecology by planting and increasing the green area.

In harmony with the 10 principles governing the United Nations Global Compact, BONWS adopts, within its domain of action and influence, a set of values regarding human rights, working conditions and the environment, namely:

- Supporting and respecting Human Rights Declaration recognized internationally;
- Making sure its own corporations are not in collaboration with abuses and human rights violations;
- Supporting freedom of association and the effective recognition of the right to collective bargaining;
- Supporting the elimination of all forms of illegal labour, particularly forced labour, slave labour and in irregular conditions or similar situations;
- Supporting the effective eradication of child labour and combating sexual exploitation of children and adolescents;
- Supporting the elimination of discrimination against the acts of disrespect to the worker and the function they perform;
- Adopting a preventives approach to environmental challenges;
- Developing initiatives to promote greater environmental responsibility;
- Encouraging the development and diffusion of technologies that cannot be harmful to the environment;
- Fighting against corruption in all its forms, including extortion and receiving commissions.

In the creation of products and services, BONWS works on socio-environmental responsibility, aiming to minimize any negative impact, direct or indirect, on the living conditions of the communities and the environment. Employees must have the firm commitment to practice, encourage and improve environmental preservation, always attempting to converge the business objectives with the concerns and interests of the community in which BONWS operates, in line with a sustainable development.

Anti-corruption

We are committed to working against corruption in all forms, including bribery and extortion. It is essential to avoid circumstances in which self-interest conflicts or so may seem, with the interests of BONWS or its clients.

Bonws Seguros is transparent in all its business, we ensure that our employees adhere to this code of ethics in any form of dealings or communications. Employees are ensured the right to take part in business of private or personal nature unrelated to the company, since such business as legal, legitimate and do not interfere or conflict with the interests of the Company, and not resulting in violating confidential information obtained in the Company by virtue of the function or duties performed by the employee, in conformity with the obligations in the contract of employment. In case of doubt, the employee should contact formally the Internal Audit and Compliance Department, for proper guidance.

Information about handling and process of dealing with anti-corruption matters are addressed in the employee handbook and employees are fully aware of actions that will be taken against them for any ethic violation concerning this issue.

No practice of corruption shall be allowed in all its manifestations, through acts, omissions, creation and maintenance of favouritism. BONWS, conscious of the inherent risks in the insurance market for “camouflage” of resources from illicit activities, is committed to the effort of preventing and combating the crime of money-laundering and the financing of terrorism, as well as with the requirements expressed in all national and international legislation in force.

Employees shall be meticulous in detecting operations with evidence of money laundering and combating the financing of terrorism, stating immediately to the Internal Audit and Compliance Department, which should proceed in agreement with the accuracy of the reported facts.